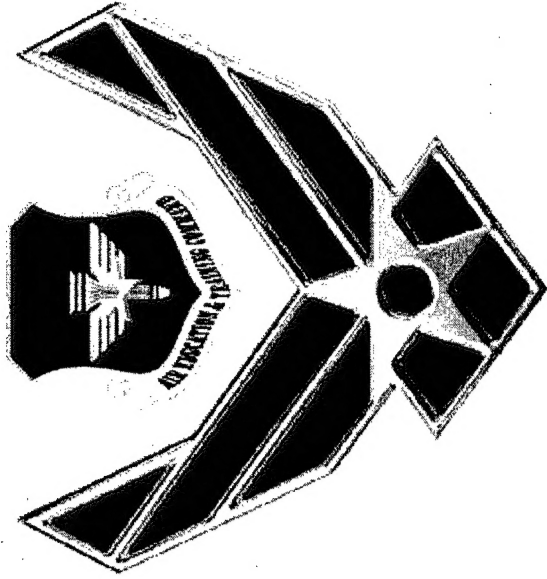


# Air Education and Training Command

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*Sustaining the Combat Capability of America's Air Force*



20031117 073

## Occupational Survey Report AFSC 1T0X1 Survival, Evasion, Resistance, and Escape Operations

Lt Amber Kimbrell  
3 September 2003

**U.S. AIR FORCE**

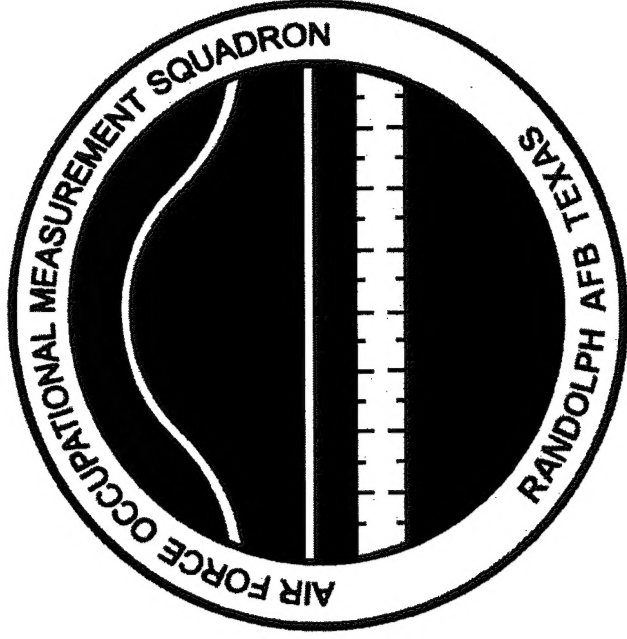
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*Integrity - Service - Excellence*

# Air Force Occupational Measurement SQ

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**AFOMS/OA**

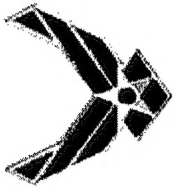
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# Overview



- Survey background
- Survey results
- Implications

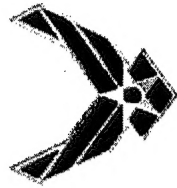


# Executive Summary



- Homogeneous job structure with one cluster and two independent jobs
- Technical tasks performed by 3-, 5-, and 7-skill-level members
- Career ladder documents supported by survey data
- Data has prompted a CFETP review, early September
- Job satisfaction indicators are very high





# Work Performed

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- Develops, manages, and conducts Air Force survival, evasion, resistance, and escape (SERE) programs
- Develops, manages, conducts, and evaluates SERE Code of Conduct (CoCT) and Code of Conduct Continuation Training (CoCCT), and personal recovery (PR) operational support programs
- Conducts operational testing on and instructs the use of SERE-related equipment; performs and instructs basic, advanced, and emergency military parachuting



# Survey Background



**AETC**

- **Last occupational survey report (OSR) :**  
December 2000
- **Current survey developed:** May - July 2002
  - Fairchild AFB WA (Tech School)
  - Pensacola NAS FL
  - Hurlburt Field FL
  - Eglin AFB FL

- **Current survey data collected:** Sept 02 - March 03

- **Components surveyed:**

– Active Duty: 3-, 5-, 7- and 9-skill levels





# Current Training Program



## ***Combat Survival Training (prerequisite for S-V81-A) -***

- Course Number: S-V80-A
  - Fairchild AFB WA - 17 days
- CCAF Credit Hours - 3

## ***Water Survival, Non-parachuting (prerequisite for S-V81-A) -***

- Course Number: S-V90-A
  - Fairchild AFB WA - 2 days
- CCAF Credit Hours - 0

## ***Survival Training Instructor Course -***

- Course Number: S-V81-A
  - Fairchild AFB WA - 22 weeks 1 day
- CCAF Credit Hours - 45

## **Programmed TPR**

FY03 - 105  
FY04 - 105

## **Programmed Elimination Rate**

Actual Elim. Rate - 45%  
Projected Elim. Rate - 35%



# Survey Sample Characteristics



AD

Assigned\*

328

Mailed Out

286

Sample

184

Usable Returns

64%

- Average time in career field for AD: 8 years 3 months
- Average TAFMS for AD: 9 years 5 months
- Percent of AD in first-enlistment: 30%

\* As of September 2002



# Skill & Paygrade Characteristics



## Skill-Level Distribution

	Assigned*	Sample
3-level	23%	28%
5-level	47%	47%
7-level	26%	21%
9-level	2%	2%
CEM	2%	2%

## Paygrade Distribution

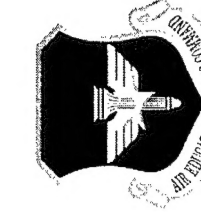
	Assigned*	Sample
E-1-E-3	10%	11%
E-4	23%	31%
E-5	30%	28%
E-6	20%	18%
E-7	14%	10%
E-8	2%	2%
E-9	1%	1%

\*As of September 2002

Note: Columns may not add to 100% due to rounding



# Command Representation



Command	Assigned*%	Sample%
AETC	65%	80%
ACC	11%	4%
PACAF	5%	3%
AFSOC	4%	3%
AFMC	4%	3%
LANTCOM	4%	2%
AMC	3%	4%
USAFA	2%	0%
USAFE	1%	1%

\* As of September 2002

Note: Columns may not add to 100% due to rounding

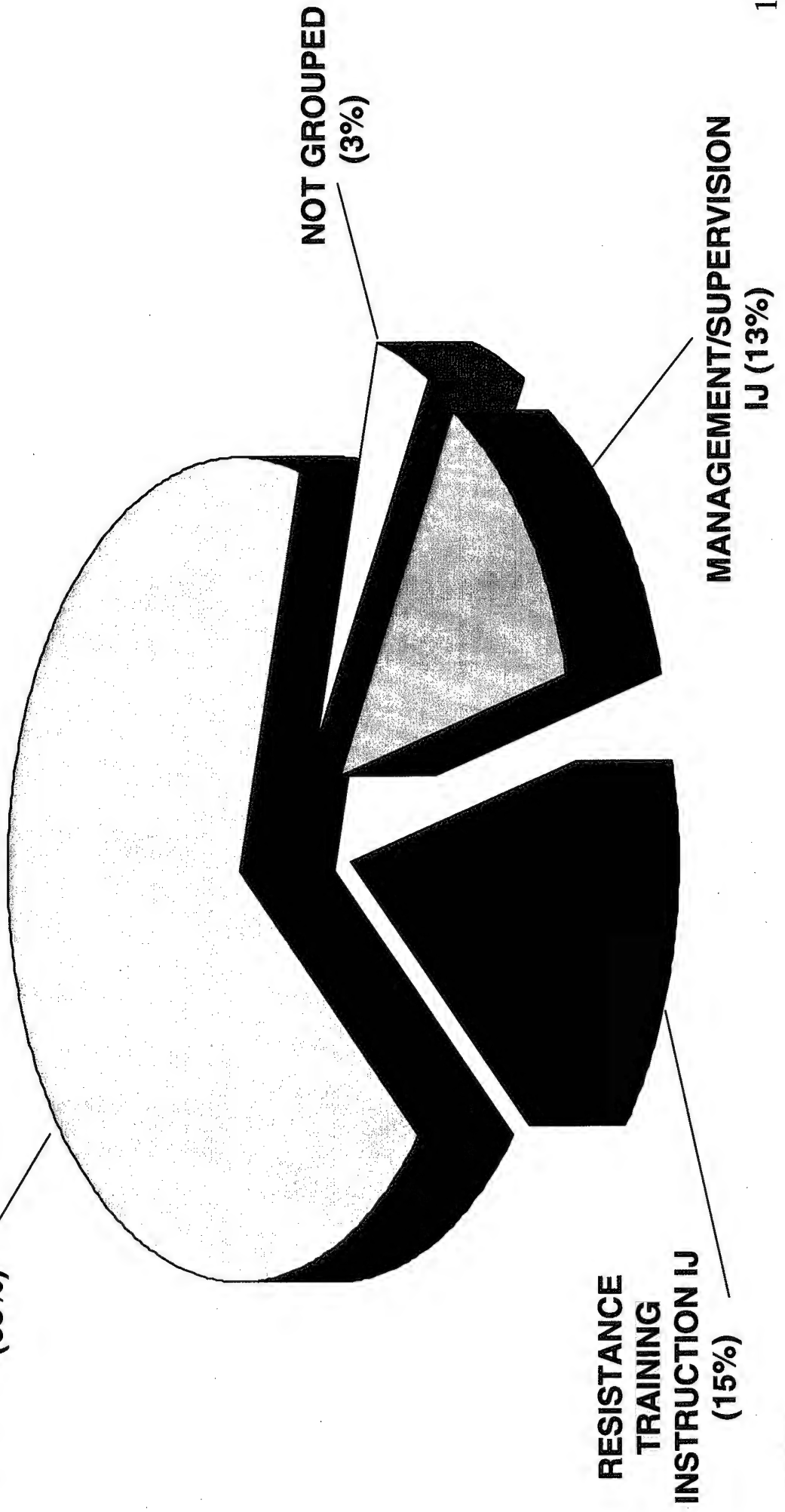


# AFSC 1T0X1 SERE Job Structure



(N= 184)

**SURVIVAL AND EVASION  
INSTRUCTION CLUSTER**  
(68%)







# Survival and Evasion Instruction

## Cluster (N=125)



- Prepare lesson plans
- Present formal or informal lectures
- Evaluate student performance
- Conduct training on use of recovery devices in global environments, other than under evasion conditions
- Conduct training on guiding recovery forces in global environments, other than under evasion conditions
- Conduct training on personal hygiene in global environments
- Conduct training on procedures for self-aid treatment of common medical problems
- Conduct training on factors which affect psychological aspects of survival

Initial-Level SERE Instruction Job
Base-Level Continuation Training Instruction Job
Water Survival Instruction Job







# Jobs Within the Cluster



- Initial-Level SERE Instruction Job (N=52)
  - Conduct training on evasion movement techniques
  - Conduct training on use of maps, charts, or compasses
  - Conduct training on prioritization of needs under evasion conditions
- Base-Level Continuation Training Instruction Job (N=36)
  - Conduct survival, evasion, resistance, and escape (SERE) continuation training
  - Present formal or informal lectures
  - Conduct training on use of recovery devices under evasion conditions
- Water Survival Instruction Job (N=22)
  - Conduct training on life raft shelter procedures in open seas environments
  - Conduct training on impact of open seas environments on survival needs
  - Conduct training on use of recovery devices in open seas environments

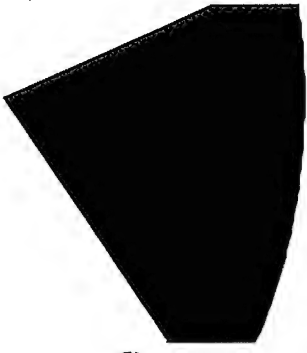


# Resistance Training Instruction IJ

## (N=28)



- Conduct training on interrogation processes
- Conduct training on use of resistance techniques during propaganda efforts
- Conduct training on role playing
- Conduct training on establishment of individual resistance postures
- Conduct training on use of Geneva Conventions during captivity
- Conduct training on use of resistance techniques during interrogations
- Conduct training on use of Uniform Code of Military Justice (UCMJ) during captivity
- Conduct training on organizing individual needs in captivity
- Conduct training on captor methods for exploiting Prisoners of War (PWs), detainees, or hostages



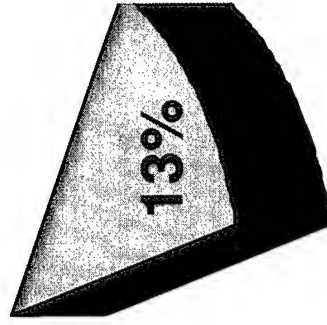


# Management/Supervision IJ

## (N=23)



- Conduct general meetings, such as staff meetings, briefings, conferences, or workshops
- Interpret policies, directives, or procedures for subordinates
- Brief organizational personnel concerning training
- Write recommendations for awards or decorations
- Advise staff or unit personnel on on-the-job training (OJT) matters
- Determine training requirements for instructors
- Evaluate effectiveness of training procedures
- Inspect personnel for compliance with military standards
- Evaluate inspection report findings or inspection procedures
- Schedule personnel for temporary duty (TDY) assignments, leaves, or passes





# Career Ladder Progression



- **3-skill-level personnel**

- Most assigned to Fairchild AFB
- Instruct aircrew on initial survival and evasion procedures

- **5- and 7-skill-level personnel**

- Base-level (non-Fairchild) conduct continuation training
- Water survival instruction
- Fairchild resistance trainers

- **9-skill-level personnel**

- Continue to perform some technical tasks
- Spend most of time performing management and supervisory tasks



# Percent Across Specialty Jobs

## DAFSC



	DAFSC	DAFSC	DAFSC	DAFSC	DAFSC
	1T031	1T051	1T071	1T091	
	(N=52)	(N=86)	(N=39)	(N=4)	
Survival and Evasion Cluster	83	69	56	25	
Resistance Training Instruction IJ	10	21	13	0	
Management/Supervision IJ	2	5	31	75	
Not Grouped	5	5	0	0	



# Career Ladder Progression Percent Time Spent on Duties

**AFMFC**

DAFSC DAFSC DAFSC DAFSC  
1T031 1T051 1T071 1T091  
(N=52) (N=86) (N=39) (N=4)

## DUTY AREAS

Performing Instructor Activities	11	14	17	14
Conducting Global Survival Training	32	16	10	1
Conducting Open Seas Survival Training	7	8	4	4
Conducting Underwater Egress Training	1	1	1	*
Conducting Emergency Parachuting and Post-egress Training	4	6	5	1
Conducting Clinical, Wilderness, and Survival Medical Training	10	7	5	4
Conducting Roughland Travel and Evacuation Training	*	1	1	0
Conducting Evasion Training	19	11	8	2
Conducting Resistance and Escape Training	9	20	9	0
Performing Operations Support and Training Activities	1	3	3	10
Performing General Administrative and Technical Order (TO) System Activities	1	2	4	4
Performing General Supply and Equipment Activities	1	2	2	2
Performing Management and Supervisory Activities	3	9	32	59

\* Indicates less than 1%

Note: Columns may not add to 100 due to rounding

1T0X1





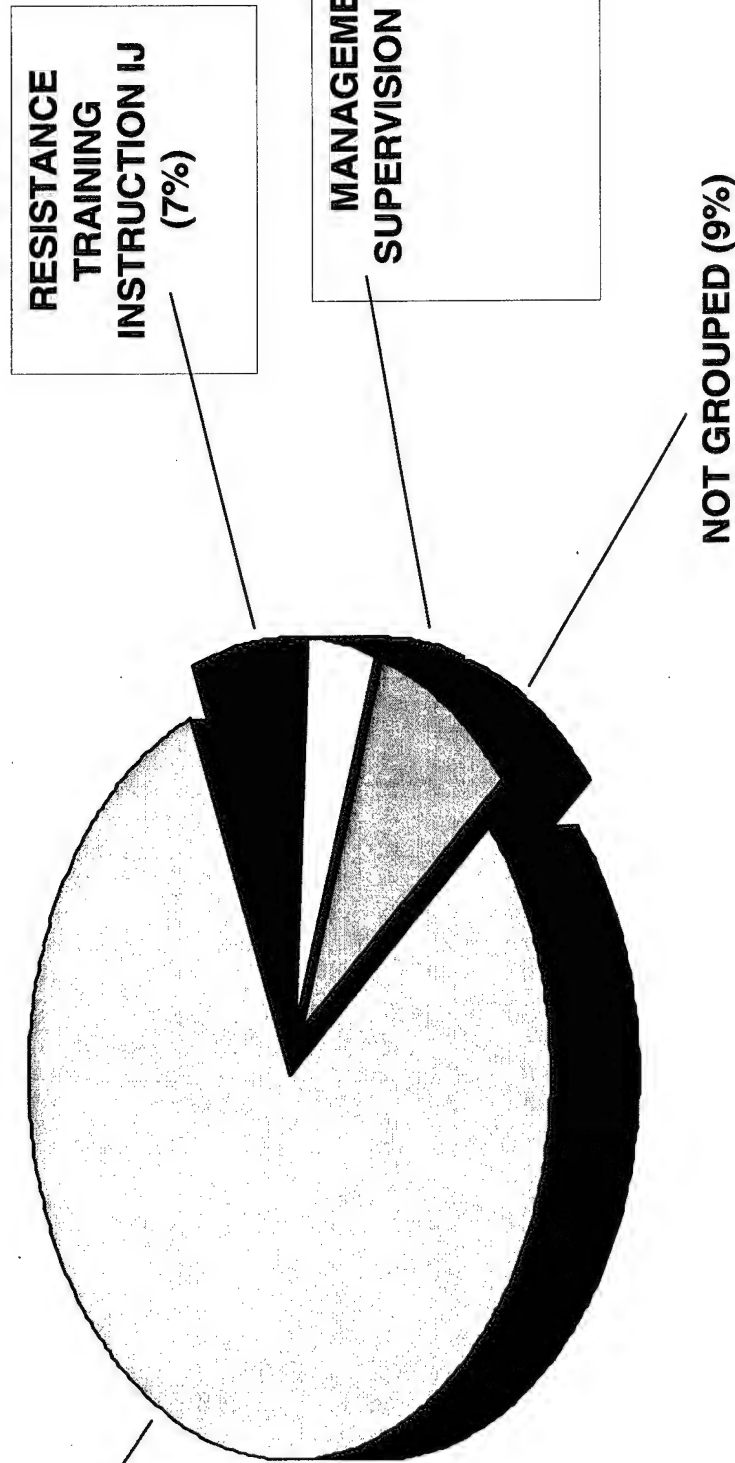
# First-Enlistment Job Structure



**AFOTC**

(N= 55)

**SURVIVAL AND  
EVASION  
INSTRUCTION  
CLUSTER (80%)**





# First-Enlistment Personnel Representative Tasks



Tasks	Percent Members Performing (N=55)
Evaluate student performances	91
Prepare lesson plans	89
Conduct training on guiding recovery forces in global environments, other than under evasion conditions	84
Conduct training on factors which affect psychological aspects of survival	84
Present formal or informal lectures	82
Conduct training on guidelines for food or water rationing	82
Conduct training on induced conditions in global environments	80
Conduct training on location, procurement, preparation, or storage of water in global environments	76
Conduct training on personal hygiene in global environments	76
Conduct training on construction of fires in global environments	75
Conduct training on determination of location in global environments	73





# Specialty Training Standard (STS) Analysis

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- STS is supported by survey data
- Some STS items may need proficiency code review
  - Uncoded STS items matched to JI tasks performed by more than 20% of members exist in prerequisite course
- Tasks performed by 20% or more of members were not referenced to STS
  - Involve underwater egress activities
  - These should be reviewed for possible inclusion in STS



# Proficiency Codes Requiring Review



**AETC**

Unit	STS element	Prof Code	Percent Members Performing				TNG EMP*
			1st ENL	3- LVL			
4.36.2.	Static line (4.36. Perform parachutist duties)	--					
Task	E0131. Perform static line parachutist activities		40	15			4.25
4.48.	Aircrew personnel lowering device	--					
Task	E0122. Conduct training on use of aircrew personnel lowering devices		60	46			5.81
17.356.1.	Instruct (17.356. SERE Tactics, Techniques, and Procedures (TTP) under Evasion Conditions)	--					
Tasks	B0048. Conduct training on nontactical personnel recovery tactics, techniques, and procedures (TTP)		67	73			6.69
	H0193. Conduct training on methods of personnel recovery TTP		67	67			7.12

\*Mean TE Rating is 4.71, Standard Deviation is 2.08 (HIGH TE= 6.79)



# Tasks not Referenced to STS



## Examples

Tasks	Percent Members Performing			
	1 <sup>st</sup>	3-		
	<u>ENL</u>	<u>LVL</u>	<u>TNG</u>	<u>EMP*</u>
D0099 Administer student swim assessments	20	10	2.50	
D0103 Conduct training on proper swimming techniques	20	10	4.44	
D0109 Participate in underwater egress exercises	20	15	4.62	
K0267 Complete accident or incident reports	27	13	2.62	

\*Mean TE Rating is 4.71, Standard Deviation is 2.08 (HIGH TE= 6.79)



# Syllabus Analysis



- Syllabus is supported by survey data
  - JI tasks matched to learning objectives but performed by less than 30% of members involve the open seas environment
- Tasks not referenced to any syllabus learning objective should be reviewed for possible inclusion in syllabus
  - Global environment survival tasks
  - Treatment/prevention of injuries tasks



# Unsupported Syllabus Objectives



## Examples

<u>Tasks</u>	Percent Members Performing			
	1 <sup>st</sup>	3-	TNG	
	<u>ENL</u>	<u>LVL</u>	<u>EMP</u>	
XI.8.1.2.18. Use aircrew signaling devices in an open sea environment				
C0096. Conduct training on use of aircrew signaling devices in open sea environments	22	23		6.75
<hr/>				
XI.8.1.2.19. Prepare a life raft for recovery in an open sea environment				
C0090. Conduct training on preparation of life rafts for recovery	24	23		6.00

Mean TE Rating is 1.92, Standard Deviation is 1.56 (HIGH TE= 3.48)  
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)  
1TOX1



# Tasks not Referenced to Syllabus



## Examples

	Percent Members Performing			
	<u>1st 3-</u>			TNG
	Enl	LVL	EMP*	
B0038 Conduct training on emotional reactions to psychological aspects of survival	80	80	6.69	
B0039 Conduct training on factors which affect psychological aspects of survival	77	77	6.75	
B0043 Conduct training on induced conditions in global environments	84	84	6.38	
F0136 Conduct training on hazardous or poisonous animal life	79	79	5.94	
F0148 Conduct training on procedures for treatment or prevention of eye injuries	80	80	6.19	

\*Mean TE Rating is 4.71, Standard Deviation is 2.08 (HIGH TE= 6.79)



# Job Satisfaction Indicators (Current vs. Previous Study)



	1-48 Months		49-96 Months		97+ Months	
	2003 (N=55)	2000 (N=69)	2003 (N=51)	2000 (N=43)	2003 (N=78)	2000 (N=144)
Job interesting	98	97	96	98	96	97
Talents well utilized	97	81	100	86	94	78
Training well utilized	98	100	100	93	93	90
Sense of accomplishment	95	98	96	90	92	96
Plan to reenlist	73	66	71	67	23	67



# Job Satisfaction Indicators (Across Specialty Jobs)



	SURVIVAL AND EVASION INSTRUCTION CLUSTER (N=125)	RESISTANCE TRAINING INSTRUCTION IJ (N=28)	MANAGEMENT/ SUPERVISION IJ (N=23)
Job interesting	97	100	91
Talents well utilized	97	100	87
Training well utilized	97	100	87
Sense of accomplishment	95	96	87
Plan to reenlist	78	71	52





# Retention Dimensions First-Term Airmen (N=55)



Planning to Reenlist (N=40)		Percent Responding	Average
<b>Military lifestyle</b>			
Number/duration of TDYs or deployments		76	2.47
<b>Military-related edu &amp; trng opportunities</b>		74	2.36
<b>Retirement benefits</b>		68	2.04
<b>Bonus or special pay</b>		58	2.57
		56	2.32
<b>Planning to Separate (N=15)</b>			
<b>Pay and allowances</b>			
		59	2.00
<b>Military lifestyle</b>			
Civilian job opportunities		54	1.62
Work schedule		40	2.33
Number/duration of TDYs or deployments		39	2.00
		34	2.40

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence



# Retention Dimensions Second-Term Airmen (N=51)



	Percent Responding	Average
<b>Planning to Reenlist (N=36)</b>		
<b>Retirement benefits</b>	81	2.59
<b>Military lifestyle</b>	75	2.44
<b>Military-related edu and trng opportunities</b>	75	2.44
Bonus or special pay	64	2.43
Medical/Dental care for AD members	56	2.50
<b>Planning to Separate (N=13)</b>		
<b>Pay and allowances</b>	92	2.25
Bonus or special pay	61	1.88
Civilian job opportunities	54	2.86
<b>Military lifestyle</b>	45	2.00
Spouse's career	38	2.20

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence



# Retention Dimensions Career Airmen (N=78)



Planning to Reenlist (N=57)	Percent Responding	Average
Retirement benefits	69	2.62
Military lifestyle	67	2.42
Military-related edu & trng opportunities	56	2.23
Pay and allowances	51	2.48
Medical/Dental care for AD members	49	2.38
Planning to Separate (N=3)		
Promotion opportunities	100	3.00
Pay and allowances	67	3.00
Military lifestyle	66	2.50
Bonus or special pay	33	3.00
Retirement benefits	33	3.00

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence



# Summary of Results



- **Career ladder homogeneous**
  - One job cluster and two independent jobs identified
  - Core cluster involves survival and evasion instruction
- **Skill-level progression technical throughout career**
  - 3-skill-level members are concentrated at Fairchild AFB and teaching survival and evasion
  - 5- and 7-skill-level members branch out functionally
  - 9-skill-level members found in management/supervision areas
- **Career ladder documents supported by survey data**
- **Job satisfaction indicators**
  - Generally, high and comparable ratings for all TAFMS groups and across all indices
  - Lower reenlistment ratings for career airmen



# Way Ahead



- OSR Delivery Trip - Sept 03
- Working group to validate draft CFETP - Sept 03
- Next SKT rewrite - scheduled for 13 Jul 04 (major)



# Questions?

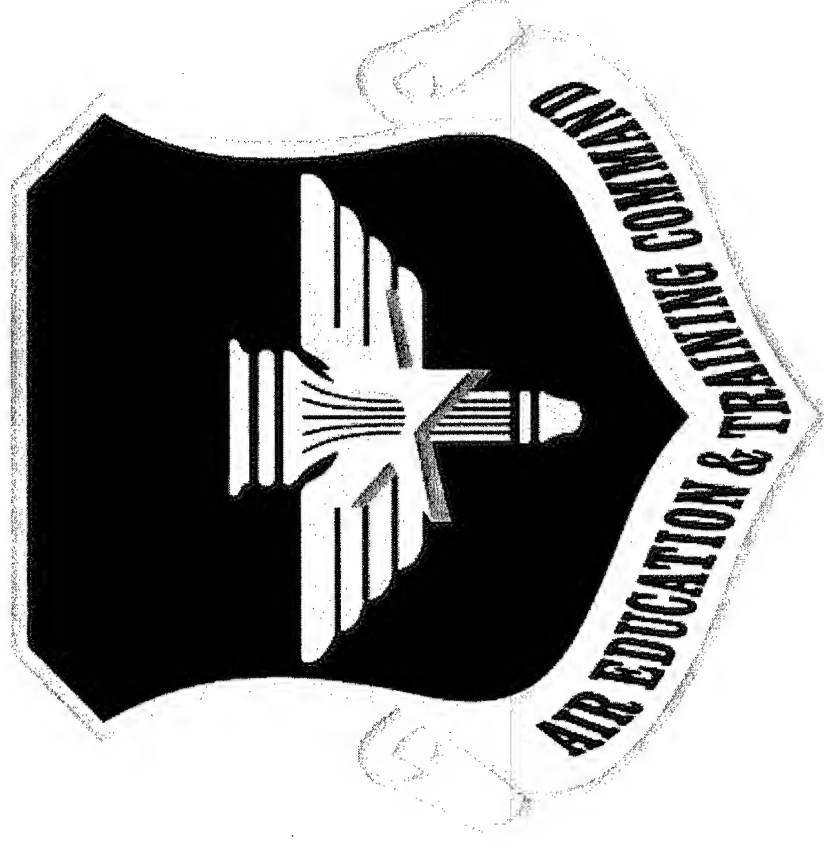


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***Sustaining the Combat Capability of America's Air Force***



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# Air Education and Training Command

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*Sustaining the Combat Capability of America's Air Force*



Airman  
Analysis  
Program

2Lt Amber Kimbrell  
3 September 2003

**U.S. AIR FORCE**

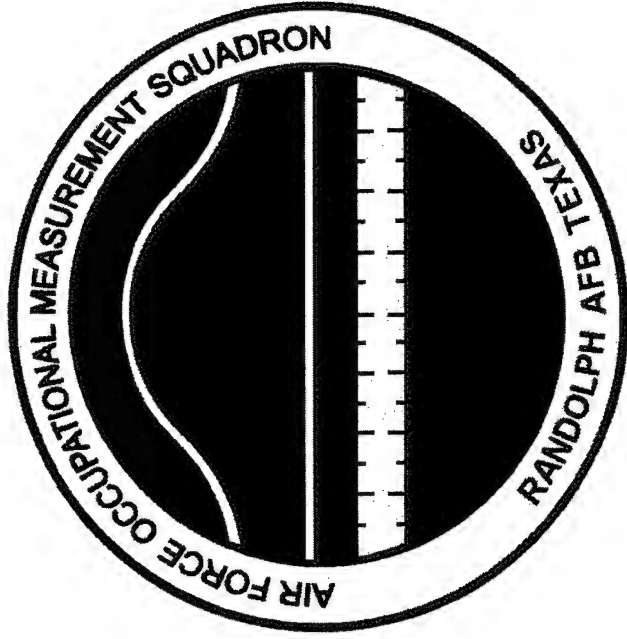
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# Air Force Occupational Measurement SQ

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# Overview



- Mission
- Organization
- Occupational Analysis Process
- Products
- Customers



# AFOMS Mission and Vision

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- Mission: Provide occupational programs to optimize United States Air Force personnel and training decisions
- Vision: To be the warfighter's expert for high-quality, integrated, and cost-effective occupational analysis, promotion test development, and professional study guide development



# AFOMS Key Products



## Promotion Tests

- Specialty Knowledge Tests (SKTs)
- Promotion Fitness Examinations (PFEs)
- USAF Supervisory Examinations (USAFSEs)

## Analysis

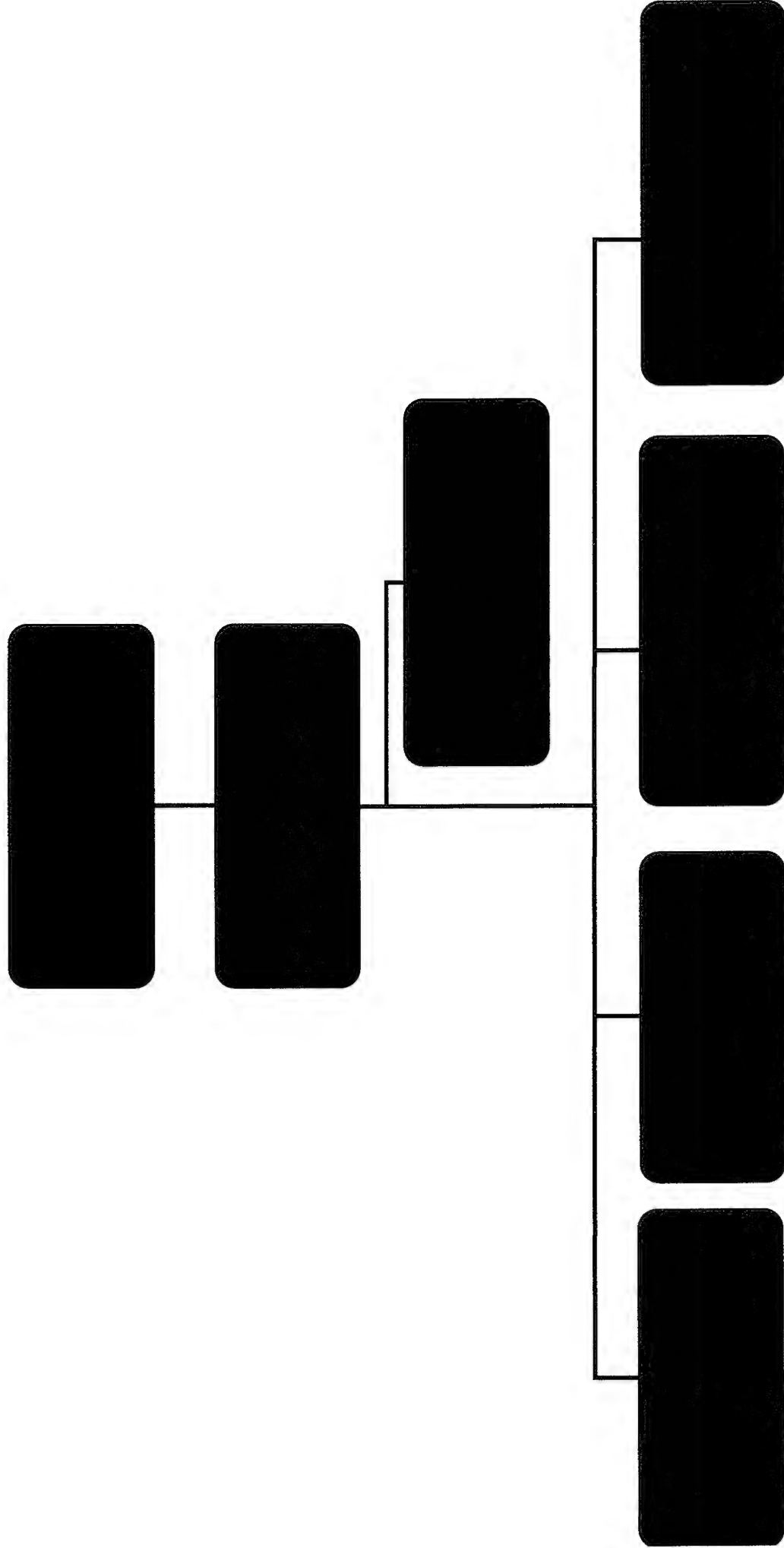
- Job Inventories
- Survey Reports
- Task Analysis Reports

## Study Guides

- PFE
- USAFSE



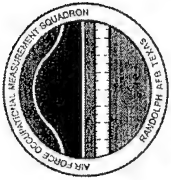
# Organization





# **Occupational Analysis Flight (OA) Mission**

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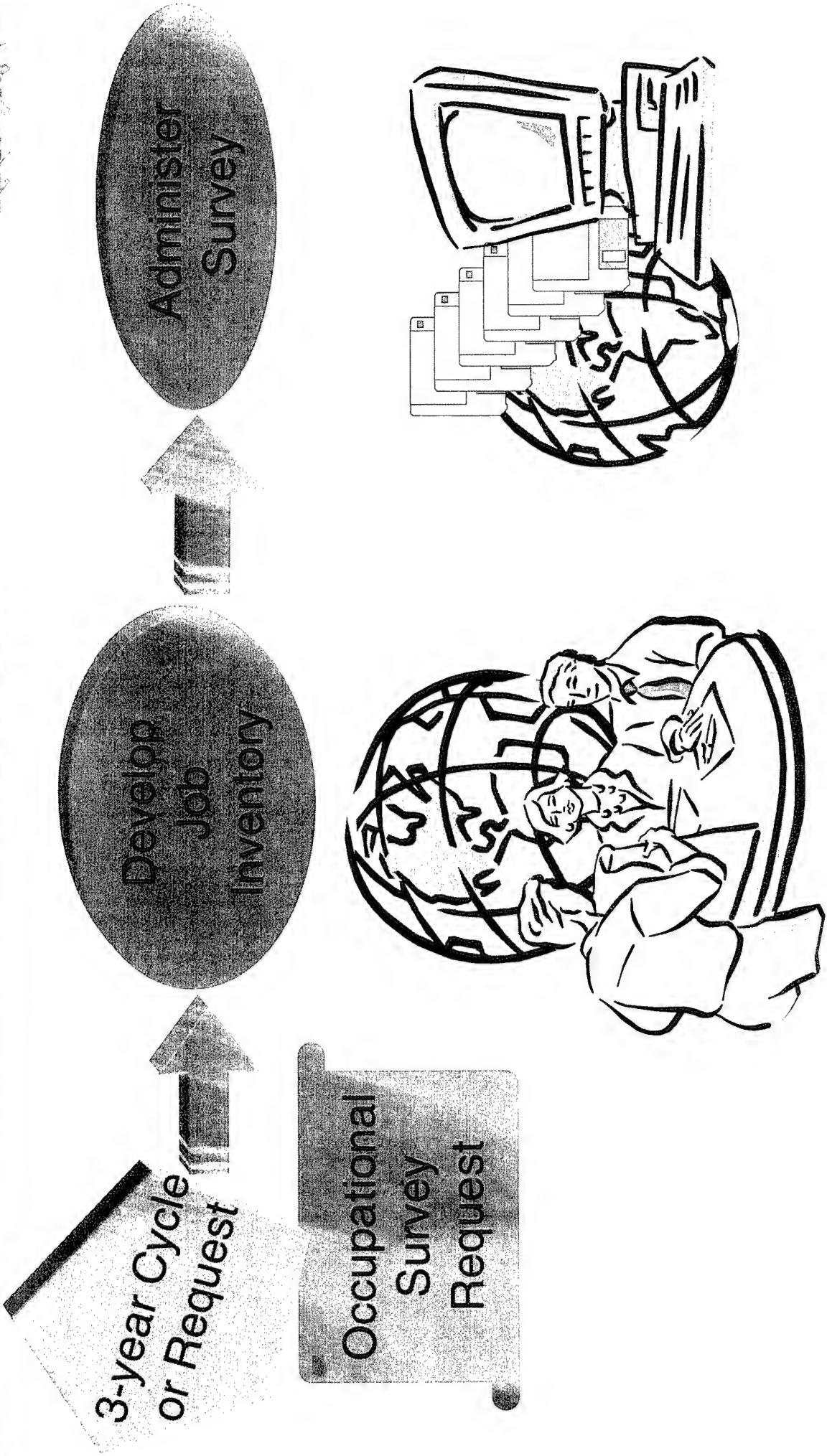
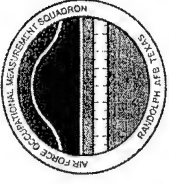
**John Kammrath@randolph.af.mil**

**Mr. John Kammrath, DSN 487-6623**

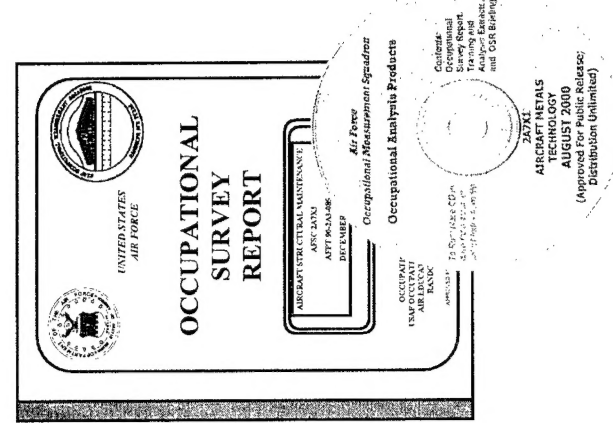
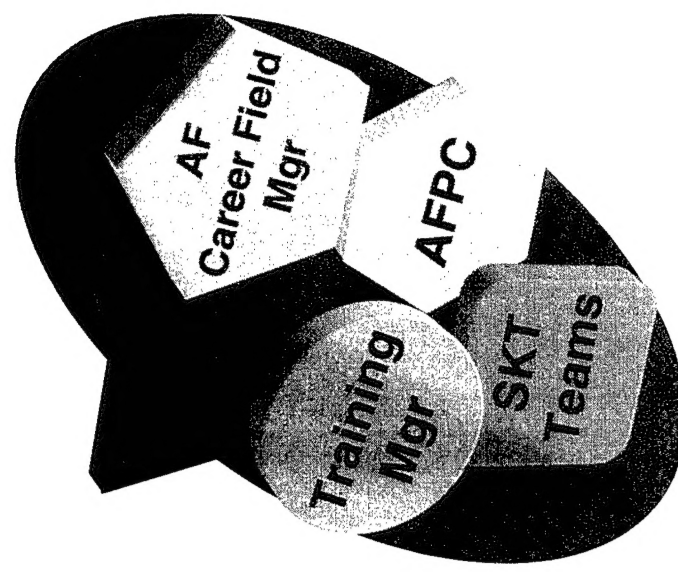
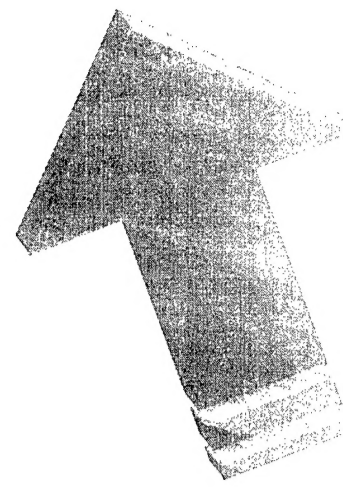
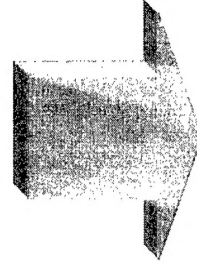
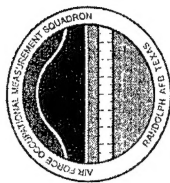
- Facilitate decision-making by providing objective information about Air Force occupations
- Answers the question, “What are people really doing in their Air Force jobs?”



# Occupational Analysis Process (1)

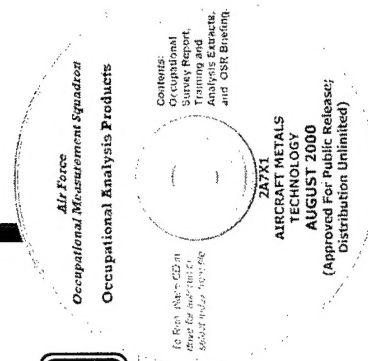
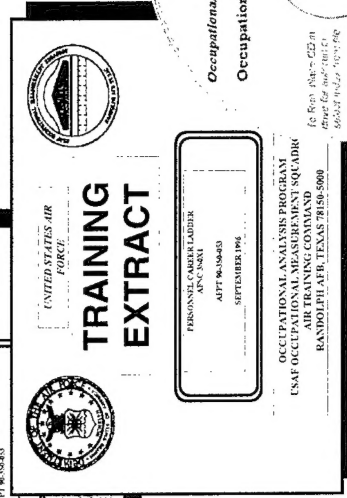
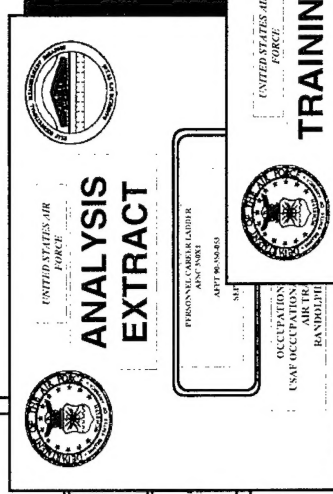
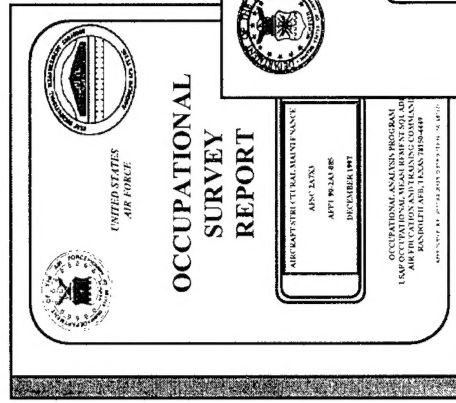
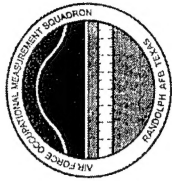








# Products





# Customers

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- AFOMS/TE
- Training Centers
- Air Staff - Career Field Managers
- MAJCOMS - Functional Managers
- Air Force Personnel Center



# Questions?

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